

The following Listing of the Claims will replace all prior versions and all prior listings of the claims in the present application:

Listing of The Claims:

1. (Currently amended) A system for obtaining information about the work activities of an employee, comprising:

a server for providing a site through which the employee creates a profile of the work activities of the employee selected from a directory of work activities, each work activity in the directory being classified by work activity group and further defined by organizational level within each work activity group; and

a computer capable of accessing the site over a network, the employee using the computer to create the profile of the work activities of the employee and transmit the information about the work activities of the employee to the server;

wherein the server calculates a market value valuation for the profile of the work activities of the employee including by correlating the work activities of the employee into work activity groups, and correlating the organizational levels of the work activities performed within each work activity group, the number of work activities performed at each organizational level within each work activity group, the percentages of time allocated to the aggregate work activities within each work activity group and external market rates of the work activities within each work activity group of the employee, percentages of time allocated to the work activities of the employee, and salary rates.

2. (Currently amended) The system according to claim 1 wherein the server is capable of performing an analysis of the work activities of the employee based on the profile of the work activities of the employee and the calculated market value valuation.

3. (Original) The system according to claim 2 wherein the server is capable of generating a report based on the analysis.

4. (Original) The system according to claim 1 wherein the network is a network known as the Internet.

5. (Original) The system according to claim 1 further comprising a first database including work activity values for work activities of the employee in the profile.

6. (Original) The system according to claim 1 further comprising a second database including a directory of work activities used to create the profile.

7. (Original) The system according to claim 1 wherein the profile contains a plurality of groups of work activities.

8. (Original) The system according to claim 7 wherein the employee assigns a percentage of the employee's time to each group of work activities in the profile.

9. (Original) The system according to claim 8 wherein a work activities group value is calculated for each group of work activities.

10. (Currently amended) The system according to claim 9 wherein the work activities group values for the groups of work activities are weighted to calculate the market value valuation for the profile.

11. (Currently amended) A system for obtaining information about the work activities of a plurality of employees, comprising:

a server for providing a site through which each of the plurality of employees creates a profile of the work activities of the employee selected from a directory of work activities, each work activity in the directory being classified by work activity group and further defined by organizational level within each work activity group; and

at least one computer capable of accessing the site over a network, each of the plurality of employees using the computer to create the profile of the work activities of the employee and transmit information about the work activities of the employee to the server;

wherein the server calculates market values valuations for the profiles of the work activities of the plurality of employees including by correlating the work activities of the employee into work activity groups, and correlating the organizational level of the work activities performed within each work activity group, the number of work activities performed at each organizational level within each work activity group, the percentages of time allocated to the aggregate work activities within each work activity group and external market rates of the work activities within each work activity group of the employees, percentages of time allocated to the work activities of the employees, and salary rates.

12. (Currently amended) A method of obtaining information about the work activities of an employee, comprising:

providing a site accessible to the employee over a network;

creating a profile of the work activities of the employee at the site, where the work activities are selected from a directory of work activities, each work activity in the directory being classified by work activity group and further defined by organizational level within each work activity group; and

calculating a market value valuation for the profile of the work activities of the employee including by correlating the work activities of the employee into work activity groups, and correlating the organizational level of the work activities performed within each work activity group, the number of work activities performed at each organizational level within each work activity group, the percentages of time allocated to the aggregate work activities within each work activity group and external market rates of the work activities within each work activity group of the employee, percentages of time allocated to the work activities of the employee, and salary rates.

13. (Currently amended) The method of claim 12 further comprising

generating a report based on the work activities of the employee in the profile and the calculated market value valuation for the profile.

14. (Original) The method of claim 12 further comprising adding work activities of the employee to the profile.

15. (Original) The method of claim 12 further comprising deleting work activities of the employee from the profile.

16. (Original) The method of claim 12 further comprising providing a template for the employee to create the profile.

17. (Currently amended) The method of claim 12 further comprising converting the market value valuation for the profile to a local geographic equivalent value.

18. (Original) The method of claim 12 further comprising assessing a capability of the employee with respect to the work activities in the profile.

19. (Original) The method of claim 12 further comprising assigning a percentage of the employee's time to the work activities in the profile.

20. (Currently amended) The method of claim 12 further comprising weighting the working activities of the employee in the profile to calculate the market value valuation for the profile.

21. (Currently amended) A method of obtaining information about the work activities of an employee, comprising:

providing a site accessible to the employee over a network;

creating a profile of the work activities of the employee at the site, wherein the work activities are selected from a directory of work activities, each work activity in the directory being classified by work activity group and further defined by organizational level within each work activity group; and

analyzing the profile of the work activities of the employee including by correlating the work activities of the employee into work activity groups, and correlating the organizational level of the work activities performed within each work activity group, the number of work activities performed at each organizational level within each work activity group, the percentages of time allocated to the aggregate work activities within each work activity group and external market rates of the work activities within each work activity group of the employee, percentages of time allocated to the work activities of the employee, and salary rates.

22. (Original) The method of claim 21 further comprising generating a report based on the work activities of the employee in the profile.

23. (Original) The method of claim 21 further comprising adding work activities of the employee to the profile.

24. (Original) The method of claim 21 further comprising deleting work activities of the employee from the profile.

25. (Original) The method of claim 21 further comprising providing a template for the employee to create the profile.

26. (Original) The method of claim 21 further comprising assessing a capability of the employee with respect to the work activities in the profile.

27. (Original) The method of claim 21 further comprising assigning a percentage of the employee's time to the work activities in the profile.

28. (Currently amended) An apparatus comprising a computer-readable medium that stores instructions for implementing an application to obtain information about the work activities of an employee, the instructions for causing a computer to:

provide a site accessible to the employee over a network;

create a profile of the work activities of the employee at the site, wherein the work activities are selected from a directory of work activities, each work activity in the directory being classified by work activity group and further defined by organizational level within each work activity group; and

calculate a market value valuation for the profile of the work activities of the employee including by correlating the work activities of the employee into work activity groups, and correlating the organizational level of the work activities performed within each work activity group, the number of work activities performed at each organizational level within each work activity group, the percentages of time allocated to the aggregate work activities within each work activity group and external market rates of the work activities within each work activity group of the employee, percentages of time allocated to the work activities of the employee, and salary rates.

29. (Currently amended) The apparatus of claim 28, further comprising instructions for causing a computer to

generate a report based on the work activities of the employee in the profile and the calculated market value valuation for the profile.

30. (Currently amended) A system for implementing an application to obtain information about the work activities of an employee, comprising:

a memory which stores computer instructions; and

a processor that executes the computer instructions to:

provide a site accessible to the employee over a network;

create a profile of the work activities of the employee at the site, wherein the work activities are selected from a directory of work activities, each work activity in the directory

being classified by work activity group and further defined by organizational level within each work activity group; and

calculate a market value valuation for the profile of the work activities of the employee including by correlating the work activities of the employee into work activity groups, and correlating the organizational level of the work activities performed within each work activity group, the number of work activities performed at each organizational level within each work activity group, the percentages of time allocated to the aggregate work activities within each work activity group and external market rates of the work activities within each work activity group of the employee, percentages of time allocated to the work activities of the employee, and salary rates.

31. (Currently amended) The system of claim 30, further comprising instructions to generate a report based on the work activities of the employee in the profile and the calculated market value valuation for the profile.

32. (Currently amended) An apparatus comprising a computer-readable medium that stores instructions for implementing an application to obtain information about the work activities of an employee, the instructions for causing a computer to:

provide a site accessible to the employee over a network;
create a profile of the work activities of the employee at the site, wherein the work activities are selected from a directory of work activities, each work activity in the directory being classified by work activity group and further defined by organizational level within each work activity group; and

analyze the profile of the work activities of the employee including by correlating the work activities of the employee into work activity groups, and correlating the organizational level of the work activities performed within each work activity group, the number of work activities performed at each organizational level within each work activity group, the percentages of time allocated to the aggregate work activities within each work activity group and external market rates of the work activities within each work activity group of the employee, percentages of time allocated to the work activities of the employee, and salary rates.

33. (Original) The apparatus of claim 32, further comprising instructions for causing a computer to

generate a report based on the work activities of the employee in the profile.

34. (Currently amended) A system for implementing an application to obtain information about the work activities of an employee, comprising:

a memory which stores computer instructions; and

a processor that executes the computer instructions to:

provide a site accessible to the employee over a network;

create a profile of the work activities of the employee at the site, wherein the work activities are selected from a directory of work activities, each work activity in the directory being classified by work activity group and further defined by organizational level within each work activity group; and

analyze the profile of the work activities of the employee including by correlating the work activities of the employee into work activity groups, and correlating the organizational level of the work activities performed within each work activity group, the number of work activities performed at each organizational level within each work activity group, the percentages of time allocated to the aggregate work activities within each work activity group and external market rates of the work activities within each work activity group of the employee, percentages of time allocated to the work activities of the employee, and salary rates.

35. (Original) The system of claim 34, further comprising instructions to generate a report based on the work activities of the employee in the profile.